

# CHILD WELFARE LEAGUE OF AMERICA, INC.

130 EAST TWENTY-SECOND ST., NEW YORK, N. Y.

VOL. XIV, No. 8 OCT 28 1935 **BULLETIN**

OCTOBER, 1935

*"Whereas adults can make their needs known and demand their rights as citizens of the state, the child is not in a position to make demands of his government."*

—MARJORIE BRADFORD

## Clarion Calls of 1935

C. C. CARSTENS

Executive Director, Child Welfare League of America

(Report, in part, prepared for meeting of board of directors, Child Welfare League of America, October 3, 1935.)

THE time has come again to undertake the pleasant task of making a report of some of the activities of the Child Welfare League of America during the past year, and of discussing briefly the opportunities that present themselves to us in behalf of the children of the nation in need of special care.

The League grew out of a desire of a number of agencies to share experience, to learn and apply better methods, to serve each other as opportunities arose, and to promote better care of children who were either neglected or were receiving less than they were entitled to.

This group of twenty-eight agencies that met to-

gether in Baltimore at the time of the National Conference of Social Work twenty years ago has become one hundred and fifty-nine. The ideals and purposes are still the same. The general plan of organization is the same.

THE League is essentially what its members make it. Such service as it has been able to render has in large measure been due to the backing and co-operation its members have given it. These are not mere empty words that are easily penned. They express the need for close relationships with its members, and perhaps the assumption of larger responsibilities on the part of its members if the opportunities

(Continued on page 4)

## Waiting Children of South Dakota

FACILITIES in South Dakota for the care of dependent children, together with some of the effects of the depression, were studied this past year by Mrs. Freda S. Kramer as a thesis in partial fulfillment of requirements for the degree of master of arts, department of sociology in the graduate school of the University of South Dakota.

"Work in child care and protection is in its infancy in South Dakota," writes Mrs. Kramer. "The laws of the State are comprehensive and reflect advanced thinking and planning in the field of child welfare, but adequate finances and trained personnel have been sadly lacking.

"Very little authoritative information is available in this field of work. There is no state agency either in the field of child welfare or child health which is equipped to collect and interpret information and the needed social statistics. This study has, therefore,

been undertaken to make a contribution to available information concerning social welfare work in the State."

In outlining activities in behalf of children in South Dakota, Mrs. Kramer cites the valuable place which private agencies, including the American Legion and the American Red Cross, have been filling in the state welfare program. She mentions the tremendous improvement in public health nursing facilities through the FERA; the greater activity of the school, the church and private organizations in augmenting community recreation plans, and, through character education conferences, a coordination of activity in the prevention of juvenile delinquency; the keeping of fewer children in jails or detention homes in 1934 than in 1930; adjustments, despite drastic reductions in income, in caring for the handi-

capped child in institutions for the deaf, blind, or feeble-minded.

"The FERA program," she states, "has assisted in keeping families together and decreasing child dependency. The lack of employment possibilities available in normal times has prevented desertions. On the whole, relief in the home is the best possible assistance, and has doubtless curbed many applications that would have come to the agencies."

On the other hand, the great increase in number of workers has stimulated the discovery of children needing special care, but proper casework services are not available and children are often left in unfit homes or placed in improper and unsupervised foster homes.

The depression has seriously curtailed the work of the State Child Welfare Commission through a drastic reduction in appropriations just when the need was tremendously augmented. Although the Commission has an extensive program, the appropriation for its state-wide services was only \$4,000 last year. In many of the counties studied, county child welfare boards with their volunteer workers are not active.

Mothers' aid allowances, never adequate in South Dakota, have been reduced to the lowest subsistence level. Some mothers eligible for such aid are finding it necessary to place their children in institutions.

While four years ago there were no children in poorhouses in South Dakota, last year there were fifty children in poorhouses in ten counties—"a return to a thoroughly discredited system the objection to which is obvious."

Incomes of all the organizations have been seriously reduced. The larger institutions for the care of dependent white children reported, as a new problem arising out of the depression, the necessity of providing for older children who are unable to leave.

Because the state law regarding incorporation is permissive instead of mandatory only two of the six children's homes are incorporated by the State or licensed by the State Board of Health. There is state-wide evidence of the need for properly supervised foster homes, licensed by some state agency.

THE death rate of the preschool child has risen. The physical health of the school child has been lowered. Malnutrition has increased. Dental caries almost to the point of utter neglect are reported. Surgical treatment of diseased tonsils and adenoids is neglected. An epidemic of measles in 1934 left a trail of serious defects.

While the depression has greatly facilitated the

discovery of crippled children, care commensurate with the need is not available. Less than one-fourth of the emergent cases of crippled children can secure care through state funds.

The state institution for the feeble-minded is overcrowded and cannot accept any except social problem cases.

In spite of the fact that tuberculosis has declined

(Continued on page 7)

## Miss Atkinson Accepts Social Security Appointment

ANNOUNCEMENT has been made that Miss Mary Irene Atkinson, formerly superintendent of the division of charities of the Ohio Department of Public Welfare, and more recently regional social worker of the Federal Emergency Relief Administration, has been appointed, pending civil service examination, as director of the child welfare division of the Children's Bureau, United States Department of Labor.

In this position Miss Atkinson will have responsibility for administering that section of the Social Security Act relating to child welfare services. The states are now engaged in making plans for cooperation with the Federal Government under this act, and the Children's Bureau is receiving requests for advice and consultation service in this field. Miss Atkinson will have charge of this division under the general direction of Miss Katharine L. Lenroot, chief of the Children's Bureau.

Miss Atkinson is a well-known authority in the field of child welfare, and served for many years on the staff of the Child Welfare League of America as well as with the Ohio State Department of Public Welfare. For four years Miss Atkinson was editor of the BULLETIN of the League.

Miss Emma O. Lundberg, formerly director of research and studies of the Child Welfare League of America, and later director of research and statistics, New York State Temporary Emergency Relief Administration, will be associated with Miss Atkinson in the development of the work of this division of the Children's Bureau.

The Children's Bureau may be assured of the continued interest and readiness of the Child Welfare League of America to be of service wherever possible in the new social security activities, especially in the greater opportunities of correlating private and public agencies to shape non-competitive programs for the welfare of children.

## Brighter Skies for Human Needs

AT the 1935 Mobilization for Human Needs Conference held in Washington on September 23 and 24, optimism was expressed about maintaining and strengthening private community services. To meet the increasing demands upon private agencies due to the depression and its aftermath, community chests will this year endeavor to raise from "good neighbors" more than the \$70,000,000 of last year.

"It is true, as the President remarked," said an editorial in the *New York Times* of September 24, "that progress is being made in the direction of recovery and that the country is now favored by 'definitely brighter economic skies.' But unemployment is still widespread, family resources have in many cases long since been exhausted and at no point can the services of the private welfare agencies be relaxed."

IN a special statement made by William Green, president of the American Federation of Labor, to Gerard Swope, chairman of the 1935 Mobilization for Human Needs, to be sent out to the hundreds of American communities which this fall will carry on campaigns to raise money for privately supported social work, Mr. Green said, in part:

"This fall finds business and industry showing gains in employment in many fields. More optimism is apparent. We are now in an economic period which may be likened to convalescence after a serious illness. Convalescence, according to physicians, is apt to be the most trying part of sickness, due to the fact that with recovery in the air precautions previously taken are often thrown to the wind. Experience should have taught us that convalescent periods in sickness and in business require as great, if not greater, care than the sickness itself, if a complete cure is to be effected.

"I therefore urge men and women interested in the welfare of the individual community in which they live, as well as in the welfare of the nation, to redouble their efforts this fall instead of decreasing them, in order that the convalescent period may be passed successfully.

"I should like also to remind these men and women that the Government's welfare program does not relieve them of their individual community neighboring job, inasmuch as it in no way duplicates the work which is being done by private charity in the United States."

## Supporting Member No. 1

"I WISH," said a young woman attending the National Conference of Social Work in Montreal last June, "that the Child Welfare League of America had a form of membership open to individuals. Of course, I could send just a contribution, but I should like to feel that I am really a supporter of this great work. I wish I could be a *sustaining member*."

That person—from Delaware—was the first one this summer to be enrolled under the individual supporting membership plan adopted by the League, after long consideration, at its annual meeting in Montreal on June 13.

Her sincere desire to be one of those to underwrite this federation seemed to promise a brighter outlook for its diverse services—conferences, regional and national; consultations; correspondence; field service; inter-society casework service; publications—BULLETIN, pamphlets, record forms; surveys; teaching; coordination and leadership.

The board of directors of the League, in line with this action in Montreal, is now engaged in drawing up

plans for the mobilization of representative citizens throughout the country as members of the League and supporters of it. These plans have not yet reached the point where they can be announced. They will, however, have significance not only for the League and its member agencies but also for all persons and organizations interested in neglected and destitute children.

HITHERTO the only form of "membership" in the League was that of child welfare organizations, admitted on a basis of good standards in their service for children.

The new plan of individual supporting membership will pave the way for a nation-wide foundation of loyal interest on the part of those who wish to work in an organized way for children so largely pushed aside by the depression. It will enable professional workers and laymen to build a stronger national alliance to meet the challenge of today, especially that of serving children to whom even a bare chance is now being denied.

## CHILD WELFARE LEAGUE OF AMERICA, INC.

*President*—JACOB KEPECS, Chicago  
*1st Vice-President*—MISS RUTH TAYLOR, Valhalla, N. Y.  
*2d Vice-President*—MRS. JESSIE J. ROSENWALD, Philadelphia  
*3d Vice-President*—MRS. PAUL B. WELLES, Plainfield, N. J.  
*4th Vice-President*—ALFRED F. WHITMAN, Boston  
*Secretary*—KENNETH L. MESSENGER, Hartford, Conn.  
*Treasurer*—PAUL T. BEISSER, Baltimore  
*Executive Director*—C. C. CARSTENS  
*Assistant Executive Director*—C. W. ARESON

The Bulletin is in large measure a Forum for discussion in print of child welfare problems. Endorsement does not necessarily go with the printing of opinions expressed over a signature.—Editor.

This BULLETIN, published monthly (omitted in July and August).  
 Annual subscription, \$1.00 Single copies, 10c.

## Fingers of Scorn

SOCIAL WORKERS and members of boards of private children's agencies and their friends from time to time express great hesitation to turn the children of their communities in need of special care over into public hands because of the fear that sinister political influences will be brought to bear in the choice of staff, in the casework decision, and in the general quality of the service.

That the dangers implied in this attitude exist cannot be denied. In some public agencies serving children the choice of staff shows favoritism and a disregard of the insistence upon professional standards.

Even where civil service systems are in vogue, one can find instances of the possibility of selection of those who have no special qualifications for the positions, and of the tenure of these positions being so secure that no stimulus for improvement is felt, and removal for inefficiency is practically impossible.

But, while in some places serious abuses are found and children have doubtless suffered because of the use of "cheap" political methods, the public field has no monopoly on inefficiency.

Inefficiency in public service, moreover, is not inevitable. Perhaps it is more prevalent because private service has pointed the finger of criticism or scorn, and the general public has considered it inevitable and has led the public official to think nothing more was expected of him.

With the great expansion of public welfare service during the depression, we have come to realize that we must as citizens face a new responsibility. Public welfare, in the field of relief and family welfare, social insurance, child care, and in its many other phases, must actually bring welfare to its beneficiaries instead of second-rate or third-rate attention.

The achievements in the field of public education and health should hearten us to gird ourselves for this new struggle.

Less than a hundred years ago the American family would not send its children to public schools unless it was too poor or too ignorant to get them into private schools. Here and there, where special situations now arise, the public school is still under fire. But almost everywhere the citizens have insisted upon such a quality of educational service in the public schools that children of the well-to-do and of the poor all go there because the service is good. In a few places, even, the public school child now points the finger of scorn at the child who is so "unfortunate" that he must go to the private school.

The struggle for a good quality of health service is perhaps not quite so far along but it is also nearly won.

In the field of public welfare service to families and children, all citizens, not merely social workers, should insist that its beneficiaries receive the best that intelligence and devotion can provide. Public education in social work comes largely from the day by day work of private welfare services. The citizen-constituencies of private agencies are therefore the most influential groups for good work. The volume of the private agency may not be as great as that of the public, but if its work is efficiently done its influence will be felt in both public and private fields. As far as we can see ahead the private agency is as yet the best anchorage for good standards of social work.

—C. C. CARSTENS

## Clarion Calls of 1935

(Continued from page 1)

for service to the needy children of the nation are to be met.

There is evidence that membership in the League, in itself, has come to have value. Agencies and institutions, public and private, feel that they have achieved something of value when they have become members, a goal which in certain cases has been reached only after years of consistent striving.

But there are in the field of special care of children between ten and twenty times as many organizations as are now in our membership. The League has rendered a limited service to additional hundreds of these organizations during the fifteen years of its field service, but while excellent work is done here and there by organizations not in our membership the general run of those outside could benefit by close

association with the League. Many of them are very mediocre in their standards, and some, actually a menace rather than a blessing to the children in their care.

The ideals of the League include a missionary spirit of inculcating and demonstrating the value of better methods wherever the need for them exists. The ideals have not yet been realized in as large measure as we had hoped.

The League, then, has two tasks to perform: First, not only that of serving its own members so that they may be kept informed of the progress in the whole field of child care and may be aided to achieve more fully their own purposes but also, secondly, that the level of child care throughout the nation may be raised as far as an outside teacher and friendly critic can be of service.

To accomplish such large results, we lack enough staff. Miss Elizabeth Clarke left us about January 1 to become director of the Children's Bureau of the Indianapolis Orphan Asylum, a well-earned promotion. Mr. Howard W. Hopkirk resigned about the same time to become the superintendent of the Albany Children's Home, Albany, New York. To this work he brings both experience and training which will undoubtedly mean success in this important position.

We have been very fortunate in being able to add to our staff two experienced members to take the places of those who left us. Mr. C. W. Areson came October 1, a year ago. He was with us for five years at a previous time during which perhaps his most outstanding achievement was the interpretation to the American Legion of the fundamental principles of good child care so that these became and have remained the basis of the great child care work of the Legion in the various states.

Because of our great need of additional funds, Mr. Areson, as assistant executive director, has devoted his efforts thus far principally toward the development of greater financial resources for the League.

Miss Sybil Foster came on our staff July 1, from the Children's Community Center of the New Haven Orphan Asylum, where she was director of institutional activities. In her experience she combines work in a well-equipped institution with that of casework in a children's agency and in Dr. Thom's Habit Clinics in Boston. Her work will be directed principally to render service to our members.

We need at least two others on our staff equally well equipped to give our members a minimum of day by day service. To help out in this emergency on

studies and on visits to members, the executive director has gone into the field during this year rather more than usually.

To equip the League for further development of service to its members and to the many organizations dealing with the same types of children that our member agencies are serving, special efforts are under way for increasing our finances. The work of increasing our income is vital. We cannot achieve our reasonable purposes without more funds. We seek to enlist the full cooperation of our board of directors and of all our members to this end.

**DURING** the year the League made extended studies in three communities: Wichita, Kansas; Boston; and Honolulu.

The study in Wichita was at the instance of the Junior League and was mostly done in a previous year although one follow-up visit in connection with the study was made this year and another is still due. Many of the recommendations made have already been accepted. As one of the important results of our work the Kansas Children's Home and Service League has been put in the position of assuming larger responsibilities than before the survey was undertaken.

In Boston a study of the children's agencies was undertaken as a part of a comprehensive study of all the agencies in the joint financial campaign. Certain fundamental criticisms of community organization for child care were made as a result of this study.

In Honolulu a study was made by the executive director of the League during January and February. It was a strategic time as all the organizations for child care seemed to be ready to take certain steps ahead. As a result a consolidated children's agency was organized—uniting the children's division of the Social Service Bureau (a family society), the Lilioukalani Trust, and the children's part of the Hawaiian Humane Society into one functioning unit.

We were asked to select an executive for the position, and Miss Alida Winkelmann, who has been in charge of the Children's Bureau of Wilmington, Delaware, arrived in Honolulu about September 1 to take charge.

The director of the Humane Society, who will continue in charge of the protective work of the joint organization, has been offered the funds by a generous citizen of Honolulu so that she may have further training, and she will arrive in New York for that purpose about January 1 next.

The League has also taken some part in briefer studies. A comprehensive survey was undertaken in

Des Moines last spring. We were asked to help evaluate the children's work and to suggest improvements in the program. We believe we have helped to further establish our member, the Iowa Children's Home Society, in the confidence of the community by means of this work.

The close cooperative relations which have been in existence between the Child Welfare League of America and the Association of Junior Leagues of America have continued and brought us further opportunities for service in various communities.

In Shreveport, Louisiana, upon the invitation of the local Junior League we have helped to modernize a children's institution. The board accepted the offer of the Junior League to finance a trained social worker to be put in charge. There is at present no trained social worker in that community.

In July the executive director spent a week in Miami, Florida, upon the invitation of the Junior League of Miami and the Florida Children's Home Society, to examine the working relations existing between these two agencies.

For Jacksonville, Florida, we are now analyzing the services of a Junior League day nursery. The opportunity has been presented of discussing with the local League the pressing needs of that community in properly caring for its children and of making recommendations for a modification of the Junior League program if that seems advisable.

Clearly, the Association of Junior Leagues and its various members are most influential and effective instruments for good child welfare work in America. This is remarkable in view of the fact that they are not organized primarily for child welfare work.

There are a number of other cities—such as Austin, Texas; Oakland and San Francisco in California—where we have done teamwork with this Association.

**B**UT even larger opportunities for developmental work are offered at this time. The passage of the Social Security legislation offers a unique chance to the Child Welfare League of America to contribute to the proper development of the services to dependent and other children in need of special care.

Public Law No. 271 of the 74th Congress provides, first of all, a system of federal old-age benefits, and a plan for the administration of unemployment compensation laws, but it also makes more adequate provision for dependent and crippled children, maternal and child welfare, and for groups not falling directly within the scope of the League's interest.

The program of refunds to states and counties of one-third their mothers' aid expenditures, in accord-

ance with certain standards required by the Social Security Board which administers this section, will bring stimulus to many states for making more nearly adequate provision for the care of dependent children in their own homes with their mother or other near relative.

As only about one-half the counties of the United States at present make any appropriation for such a purpose even where adequate authority exists for it, by means of these refunds we are likely to see many more children during the next few years have their own homes saved for them when misfortune falls upon the family, with a corresponding relative diminution in foster care, at least for this group.

The most rural counties have, on the whole, had the least development in mothers' aid work. But since mothers' aid benefits from federal funds are available in any given state only when the provisions of the law are made applicable to the whole state, the rural child stands to benefit particularly.

The grants to states for maternal and child welfare are of three kinds. They are all administered by the Children's Bureau of the United States Department of Labor.

1. The sum of \$3,800,000 is authorized for the fiscal year ending June 30, 1936, for maternal and health services—\$20,000 to be distributed to each state, part of the balance to states in proportion to the live births and part on the basis of need. This appropriation requires matching by the states on a fifty-fifty basis, except for such money as is given on the basis of need.

2. The sum of \$2,850,000 is authorized for services and facilities for crippled children or for children suffering from conditions which lead to crippling. The sum of \$20,000 is allotted to each state, and the balance distributed to the states on the basis of need, taking into consideration the number of crippled children in need of such services and the cost thereof. The appropriation requires matching, and states will obtain fifty per cent of their expenditures.

3. The sum of \$1,500,000 is authorized to enable the United States to cooperate with the states in establishing, extending and strengthening in predominantly rural areas, child welfare services for the protection and care of homeless, dependent and neglected children and children in danger of becoming delinquents. The sum of \$10,000 is allotted to each state, and the balance in proportion to the rural population of the several states. This requires no matching.

While this last appropriation is made for the development and improvement of the services, no part is available for child care as ordinarily understood in the limited sense. The care of these children remains a responsibility of the states and local communities in their public and private capacities. In spite of these limitations there is a genuine hope that the rural child, particularly, will no longer be neglected or forgotten.

But since the care of these children, in the last analysis, falls largely on local public and private services available, there is the greatest challenge not only to the Children's Bureau, which will carry the greatest responsibility and by far render the greatest service, but also to all agencies which can contribute to make this project a success. The League, because of its widespread though limited membership, public as well as private, should be in position to take up the challenge and to play its part.

The administration of unemployment relief has led to the establishment in most every state of certain local units. In most states they bear no relationship to the administration of other social services such as mothers' aid, care of dependent children, probation, parole, et cetera, but in a few states the integration of relief services with these social services has already been accomplished, and it seems as if in the long run this is likely to happen in a good many other states, especially if and when the Federal Government shall have withdrawn from the local relief administration.

The giving of mothers' aid is still in large measure in the program of the juvenile courts except in a few states. If county or other local units of administration of social services such as are now well established in Minnesota, North Carolina, Alabama, New York, and a few other states, and functioning under the supervision of their respective state departments of public welfare, could become the general rule instead of the exception, the rural districts would obtain a much needed social mechanism for protection and preventive care of their children.

Such a unit might very well include in its program the administration of mothers' aid whether the juvenile court plays any part in making the grant or not. It could include children's protective work, children's aid work, probation, parole, and visiting teacher service, besides relief and other services to families.

In cities and, perhaps, very populous counties, private and public agencies may be organized and maintained side by side, but in the rural areas of all our states it seems inevitable that the public unit must assume responsibility for care when church and fraternal agencies which often serve rural districts from city locations are not available.

The lack of these public units for rural service to children has meant lack of protection, neglect of children until conditions became so flagrant that when they could no longer remain hidden the child had to be removed for his own protection. The new federal program for child welfare services promises to change this. But it is the individual states and counties upon which we must finally depend for

permanent protective measures and care when temporary or permanent removal is found necessary.

THE emphasis that is laid upon public service in the new legislation suggests to some that child care as well as relief has ceased to be a private function of a state, county or city and that tax funds can do it all. Let us not deceive ourselves. With the fullest development of tax-supported child welfare services in city, county or state, the private agency has as important a rôle to play as ever, perhaps a more important one than ever before. It may not be asked to care for as many children where both public and private units exist. It will have the functions of providing supplementary services the public cannot render—of public education in good methods, of being a good cooperator as well as a friendly critic when such is necessary—in other words, a bulwark for good standards when "cheap" politics is in danger of upsetting all reasonable programs for child care.

The battle for good standards in education through public schools, and in health through public hospitals and health departments, has been won in many if not most states. The battle for good public welfare standards in family and child care has hardly yet begun. It must be won as the others have been won. Shall we not as a League enlist in this battle, especially as it affects public child care?

The challenge to the League is a clear call for better care for many thousands of children either in new areas where they have just been discovered or in communities well equipped in welfare facilities. To both groups a private national agency can bring help to supplement the great work to which the Children's Bureau has been called.

## Waiting Children of South Dakota

(Continued from page 2)

in the United States it has seemed to increase in South Dakota, as during the past year there was a 157 per cent increase in the number of recorded cases over 1929. Since the state sanatorium does not accept children, lack of funds has made home care the only kind available for the tuberculous child. The depression has made home care woefully inadequate because of improper diet and surroundings. No state-wide tuberculin testing program has been undertaken and diagnoses are delayed.

No definite trends in the effect of the depression upon the extent of delinquency are evidenced in this study. In approximately half of the counties studied

the delinquent child is younger since the depression. Among offenses of juvenile delinquents, there has been an increase in stealing, while immorality and truancy have seemingly not been materially affected.

Successful parole from the State Training School has become more difficult because of inability to obtain employment. Supervision of children on parole, limited at any time, is sorely needed now. Adequate adjustments are not made in the home or the community before the child is paroled.

THE Indian on the reservation, says Mrs. Kramer, seems better off since the depression than before. The extra social and medical services inaugurated through the FERA have been in effect on the reservations for some time, and now relief employment gives added security.

*Editor's Note:* Mrs. Kramer is teaching sociology and social casework this year at Carleton College, Northfield, Minnesota. Previously she has served as secretary of the child welfare committee of the American Legion Department of South Dakota, and as executive secretary of the South Dakota Child Welfare Commission.

## Our Pioneer Profession

ENLISTING IN SOCIAL WORK, article by Grace Turner, home institute editor, in *This Week*, Sunday magazine section, New York Herald Tribune, September 22, 1935. Mrs. William Brown Meloney, editor. 230 W. 41st St., New York, N. Y. 17 cents a copy.

IN view of the fact that opportunities in social work are attracting many young recruits today, the author has presented "pointers about the jobs, the pay and the essential training."

Hectic demands of public agencies have slowly died down, according to Miss Lillian A. Quinn, director of Joint Vocational Service, and an even, steady market has developed for the services which social workers have to offer. Calls from private welfare groups, which had declined sharply, are increasing again.

"The limited number of accredited schools," says the article, in stressing the need for professional training, "could not, by the utmost effort, take care of enough students, quickly enough, to provide the personnel for which opportunities are waiting."

With regard to salaries, the debatable question as to whether or not they are comparable with those of teachers is answered in the affirmative, followed by the statement, "But they are uneven."

The salary study to which reference is made, and some figures of which were misinterpreted, is that of "Salaries in 212 Private Family Case Work Agencies

in March, 1934," by Ralph G. Hurlin, director of the department of statistics, Russell Sage Foundation. Statement was made in the article that the median salary of the executive positions was \$6,600 a year, whereas this median applied only to those executive positions in agencies with 50 or more workers.

In this connection, social workers will be interested in referring to the recent pamphlet, *Social Work as a Profession*, by Esther Lucile Brown (Russell Sage Foundation, 130 E. 22nd St., New York, 1935, price 25 cents). In the section on salaries, page 66, statement is made that "salaries do not compare favorably with those of teachers," followed by supporting data and detailed discussion.

Another article on personnel, "Diplomas for Social Workers," by Frederick M. Delano, is in the September 28, 1935, issue of *Today*, the weekly magazine edited by Raymond Moley (152 W. 42nd St., New York, N. Y., 10 cents a copy). The article proclaims: "The day of the amateur in social service is drawing to a close; the flat-heeled spinster who agonized over every case gives way to the calm professional who, like ambition, is made of 'sterner stuff'."

It tells the public about some of the fundamental courses given in schools of social work, and emphasizes that "The best way to learn to handle man, and especially man beset by personal difficulties, is to learn what makes him tick."

Community Chests and Councils, Inc., suggests that if social workers like these articles, they write to the magazine editors to that effect.—FLORENCE M. PHARO, Staff Member, Child Welfare League of America.

## Regional Conference Postponed

BECAUSE of various conflicts with other group programs the League's Southern Regional Conference, Atlanta, will be postponed until after the first of the year.

## Directory Changes

DELAWARE—Wilmington: Children's Bureau. Miss Alice W. Rue, Director, succeeding Miss Alida Winkelmann.

DISTRICT OF COLUMBIA—Washington: Division of Child Welfare, Board of Public Welfare. New address, 469 C St., N. W.

## Enclosures

(Sent to Members Only)

"STILL LET ME HOLD THE FAITH THAT SINGS IN CHILDISH HEARTS"—4-page printed publicity folder issued by Children's Bureau, 205 Market Ave. South, Canton, Ohio, September, 1935.

WASHBURN HOME—8-page printed folder, annual report, 1934-1935, Washburn Home, 603 Wesley Temple, Minneapolis, Minnesota.